

# the condition of education 2006



## INDICATOR 48

### Faculty Salary, Benefits, and Total Compensation

The indicator and corresponding tables are taken directly from *The Condition of Education 2006*. Therefore, the page numbers may not be sequential.

Additional information about the survey data and supplementary notes can be found in the full report. For a copy of *The Condition of Education 2006*, visit the NCES website (<http://nces.ed.gov/pubsearch/pubsinfo.sap?pubid=2006071>) or contact ED PUBs at 1-877-4ED-PUBS.

**Suggested Citation:**

U.S. Department of Education, National Center for Education Statistics. (2006). *The Condition of Education 2006*, NCES 2006-071, Washington, DC: U.S. Government Printing Office.



# Faculty and Staff

## Faculty Salary, Benefits, and Total Compensation

*Average inflation-adjusted salaries for full-time instructional faculty increased 20 percent from 1979–80 through 2004–05. Faculty at private 4-year doctoral universities had higher salaries and benefits than faculty at other types of institutions.*

Adjusted for inflation, the average salary for full-time instructional faculty has increased by 20 percent over the past 25 years to \$63,300 in 2005 (see supplemental table 48-1). Average salaries were higher in 2004–05 than in 1979–80 for faculty in all academic ranks. The increase was greatest for instructors, whose average salary increased by 37 percent, followed by 25 percent for professors. The average salary increased at all types of institutions as well, ranging from a low of 8 percent at public 2-year colleges to a high of 41 percent at private 4-year doctoral universities. Overall, the average salary increased more at private than at public institutions.

Faculty earned the most, on average, at private 4-year doctoral universities. In 2004–05, full-time instructional faculty at private 4-year doctoral universities earned \$13,700 more than full-time instructional faculty at public 4-year doctoral universities and between \$28,400 and \$50,800 more than their counterparts at other types of institutions.

Fringe benefits for faculty have increased proportionately more than salaries since 1979–80 (66 vs. 20 percent). As with salaries, faculty at private 4-year doctoral institutions received more in benefits, on average, than their colleagues at other types of institutions. Combining salary with benefits, full-time instructional faculty across all types of institutions received a total compensation package averaging \$79,900 in 2004–05, about 27 percent more than they had received in 1979–80.

From 1979–80 through 2004–05, the proportion of full-time instructional faculty on 11- or 12-month contracts increased from 13 to 17 percent (see supplemental table 48-2). However, their average salary and benefits increased less than those of faculty on 9- or 10-month contracts (10 vs. 21 percent for salaries; 45 vs. 70 percent for benefits).

<sup>1</sup> Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, or other benefits.

<sup>2</sup> Institutions in this indicator are classified based on the number of highest degrees awarded. For example, institutions that award 20 or more doctoral degrees per year are classified as doctoral universities. See supplemental note 9 for more information about classifications of postsecondary institutions.

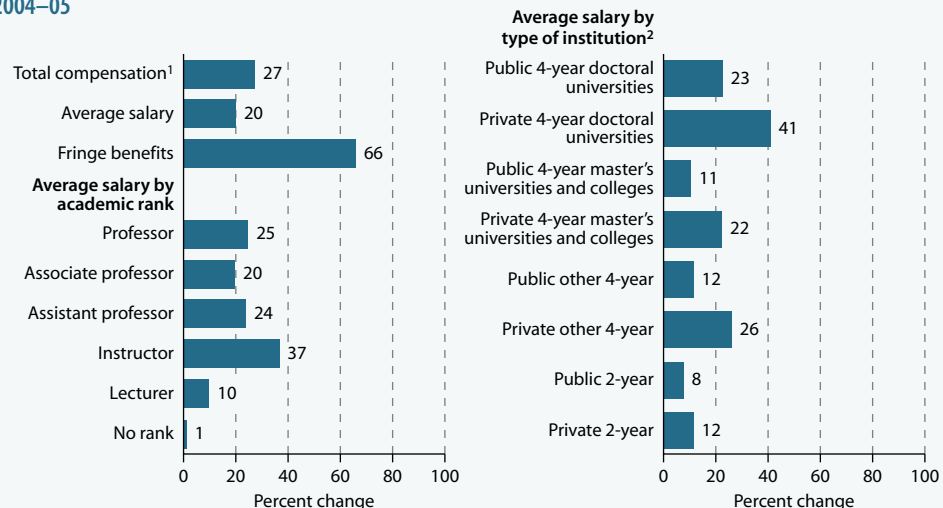
NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2004–05, there were about 2,600 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation were adjusted by the Consumer Price Index (CPI) to constant 2003–04 dollars. Detail may not sum to totals because of rounding. See supplemental note 11 for more information about the CPI. See supplemental note 3 for more information about the Integrated Postsecondary Education Data System (IPEDS).

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1979–80 Higher Education General Information Survey (HEGIS), "Faculty Salaries, Tenure, and Fringe Benefits Survey"; 1989–90, 1999–2000, and 2004–05 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA:89–04) and "Completions Survey" (IPEDS-C:89–04), previously unpublished tabulation (September 2005).



FOR MORE INFORMATION:  
Supplemental Notes 3, 9, 11  
Supplemental Tables 48-1, 48-2

**FACULTY SALARIES: Percentage change in total compensation, average salary by academic rank and type of institution, and fringe benefits of full-time instructional faculty at degree-granting institutions (adjusted for inflation): 1979–80 to 2004–05**



## Faculty Salary, Benefits, and Total Compensation

**Table 48-1. Total compensation, average salary by academic rank and type of institution, average fringe benefits by type of institution, and percentage distribution of full-time instructional faculty at degree-granting institutions: Selected academic years, 1979–80 to 2004–05**

	1979–80		1989–90		1999–2000		2004–05		Percent change 1979–80 to 2004–05
Compensation, salary, and benefits <sup>1</sup>	Percent	Average	Percent	Average	Percent	Average	Percent	Average	
[In current dollars]									
Total compensation	100.0	\$26,200	100.0	\$49,400	100.0	\$70,200	100.0	\$82,300	214.1
Salary									
All faculty	100.0	22,000	100.0	41,000	100.0	57,000	100.0	65,200	196.4
Professor	26.0	29,300	30.7	54,400	30.2	76,700	27.3	90,300	208.2
Associate professor	24.9	22,100	24.0	40,600	23.2	56,200	21.7	65,400	195.9
Assistant professor	25.4	18,000	23.2	33,500	22.1	46,400	23.2	55,000	205.6
Instructor	7.6	14,400	5.6	25,700	6.0	36,300	15.9	48,700	238.2
Lecturer	1.4	16,800	1.9	30,100	2.6	39,300	4.1	45,600	171.4
No rank	14.7	20,100	14.6	32,900	15.9	46,100	7.7	50,400	150.7
All institutions <sup>2</sup>	100.0	22,000	100.0	41,000	100.0	57,000	100.0	65,200	196.4
Public 4-year doctoral universities	28.3	24,700	30.6	46,800	28.3	66,100	28.4	74,700	202.4
Private 4-year doctoral universities	8.0	25,400	10.3	50,200	10.1	74,600	11.2	88,400	248.0
Public 4-year master's colleges/universities	22.8	22,000	18.7	40,700	17.8	53,700	16.2	60,000	172.7
Private 4-year master's colleges/universities	7.5	19,800	9.4	36,000	10.8	51,400	11.2	59,700	201.5
Public other 4-year colleges	2.7	20,500	2.4	38,300	2.4	48,900	2.6	56,500	175.6
Private other 4-year colleges	8.9	17,500	8.3	32,700	7.9	47,200	7.9	54,300	210.3
Public 2-year colleges	21.1	20,300	19.6	34,500	21.0	48,400	20.6	54,200	167.0
Private 2-year colleges	0.8	13,600	0.7	26,000	1.7	33,400	1.8	37,600	176.5
Fringe benefits									
All institutions	100.0	4,200	100.0	8,400	100.0	13,200	100.0	17,100	307.1
Public 4-year doctoral universities	28.3	4,500	30.6	10,000	28.3	14,900	28.4	18,700	315.6
Private 4-year doctoral universities	8.0	4,800	10.3	9,900	10.1	18,100	11.2	22,800	375.0
Public 4-year master's colleges/universities	22.8	4,500	18.7	9,000	17.8	12,600	16.2	17,000	277.8
Private 4-year master's colleges/universities	7.5	3,700	9.4	7,400	10.8	12,400	11.2	15,600	321.6
Public other 4-year colleges	2.7	3,900	2.4	6,700	2.4	11,100	2.6	15,300	292.3
Private other 4-year colleges	8.9	3,300	8.3	6,200	7.9	11,700	7.9	14,800	348.5
Public 2-year colleges	21.1	3,800	19.6	6,200	21.0	11,000	20.6	14,800	289.5
Private 2-year colleges	0.8	2,500	0.7	3,900	1.7	6,600	1.8	7,700	208.0

See notes at end of table.

## Faculty Salary, Benefits, and Total Compensation

**Table 48-1. Total compensation, average salary by academic rank and type of institution, average fringe benefits by type of institution, and percentage distribution of full-time instructional faculty at degree-granting institutions: Selected academic years, 1979–80 to 2004–05—Continued**

Compensation, salary, and benefits <sup>1</sup>	1979–80		1989–90		1999–2000		2004–05		Percent change 1979–80 to 2004–05
	Percent	Average	Percent	Average	Percent	Average	Percent	Average	
[In constant 2003–04 dollars]									
Total compensation	100.0	\$62,700	100.0	\$72,400	100.0	\$77,200	100.0	\$79,900	27.4
Salary									
All faculty	100.0	52,700	100.0	60,100	100.0	62,600	100.0	63,300	20.1
Professor	26.0	70,300	30.7	79,700	30.2	84,300	27.3	87,700	24.8
Associate professor	24.9	53,000	24.0	59,600	23.2	61,800	21.7	63,500	19.8
Assistant professor	25.4	43,100	23.2	49,200	22.1	51,000	23.2	53,400	23.9
Instructor	7.6	34,600	5.6	37,600	6.0	39,900	15.9	47,300	36.7
Lecturer	1.4	40,300	1.9	44,200	2.6	43,200	4.1	44,300	9.9
No rank	14.7	48,300	14.6	48,200	15.9	50,700	7.7	48,900	1.2
All institutions <sup>2</sup>	100.0	52,700	100.0	60,100	100.0	62,600	100.0	63,300	20.1
Public 4-year doctoral universities	28.3	59,100	30.6	68,600	28.3	72,700	28.4	72,500	22.7
Private 4-year doctoral universities	8.0	60,800	10.3	73,600	10.1	82,000	11.2	85,800	41.1
Public 4-year master’s colleges/universities	22.8	52,700	18.7	59,600	17.8	59,000	16.2	58,300	10.6
Private 4-year master’s colleges/universities	7.5	47,400	9.4	52,800	10.8	56,500	11.2	58,000	22.4
Public other 4-year colleges	2.7	49,100	2.4	56,100	2.4	53,700	2.6	54,800	11.6
Private other 4-year colleges	8.9	41,800	8.3	47,900	7.9	51,900	7.9	52,700	26.1
Public 2-year colleges	21.1	48,800	19.6	50,500	21.0	53,200	20.6	52,600	7.8
Private 2-year colleges	0.8	32,700	0.7	38,100	1.7	36,700	1.8	36,500	11.6
Fringe benefits									
All institutions	100.0	10,000	100.0	12,300	100.0	14,600	100.0	16,600	66.0
Public 4-year doctoral universities	28.3	10,800	30.6	14,700	28.3	16,400	28.4	18,100	67.6
Private 4-year doctoral universities	8.0	11,500	10.3	14,500	10.1	19,900	11.2	22,100	92.2
Public 4-year master’s colleges/universities	22.8	10,700	18.7	13,200	17.8	13,800	16.2	16,500	54.2
Private 4-year master’s colleges/universities	7.5	8,900	9.4	10,900	10.8	13,700	11.2	15,200	70.8
Public other 4-year colleges	2.7	9,300	2.4	9,800	2.4	12,200	2.6	14,900	60.2
Private other 4-year colleges	8.9	8,000	8.3	9,000	7.9	12,800	7.9	14,300	78.8
Public 2-year colleges	21.1	9,200	19.6	9,000	21.0	12,100	20.6	14,400	56.5
Private 2-year colleges	0.8	6,000	0.7	5,800	1.7	7,200	1.8	7,400	23.3

<sup>1</sup> Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, or other benefits.

<sup>2</sup> Institutions in this indicator are classified based on the number of highest degrees awarded. For example, institutions that award 20 or more doctoral degrees per year are classified as doctoral universities. See *supplemental note 9* for more information about classifications of postsecondary institutions.

NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2004–05, there were about 2,600 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation were adjusted by the Consumer Price Index (CPI) to constant 2003–04 dollars. Detail may not sum to totals because of rounding. See *supplemental note 11* for more information about the CPI. See *supplemental note 3* for more information about the Integrated Postsecondary Education Data System (IPEDS).

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1979–80 Higher Education General Information Survey (HEGIS), "Faculty Salaries, Tenure, and Fringe Benefits Survey"; 1989–90, 1999–2000, and 2004–05 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA:89–04) and "Completions Survey" (IPEDS-C:89–04), previously unpublished tabulation (September 2005).

## Faculty Salary, Benefits, and Total Compensation

**Table 48-2. Total compensation, average salary, average fringe benefits, and percentage distribution of full-time instructional faculty at degree-granting institutions, by contract length: Selected academic years, 1979–80 to 2004–05**

[In constant 2003–04 dollars]					Percent change 1979–80 to 2004–05
Compensation, salary, benefits, and percentage distribution of faculty <sup>1</sup>	1979–80	1989–90	1999–2000	2004–05	
<b>Total compensation</b>					
All faculty	\$62,700	\$72,400	\$77,200	\$79,900	27.4
Faculty on 9- or 10-month contracts	61,300	70,900	75,900	79,200	29.2
Faculty on 11- or 12-month contracts	72,500	82,800	83,500	83,700	15.4
<b>Salary</b>					
All faculty	52,700	60,100	62,600	63,300	20.1
Faculty on 9- or 10-month contracts	51,400	58,800	61,400	62,400	21.4
Faculty on 11- or 12-month contracts	61,500	69,300	68,900	67,800	10.2
<b>Fringe benefits</b>					
All faculty	10,000	12,300	14,600	16,600	66.0
Faculty on 9- or 10-month contracts	9,900	12,100	14,500	16,800	69.7
Faculty on 11- or 12-month contracts	11,000	13,500	14,600	15,900	44.5
<b>Percentage distribution of faculty</b>					
All faculty	100.0	100.0	100.0	100.0	†
Faculty on 9- or 10-month contracts	87.2	86.8	84.0	83.4	-4.4
Faculty on 11- or 12-month contracts	12.8	13.2	16.0	16.6	29.8

† Not applicable.

<sup>1</sup> Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, or other benefits.

NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2004–05, there were about 2,600 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation were adjusted by the Consumer Price Index (CPI) to constant 2003–04 dollars. Detail may not sum to totals because of rounding. See *supplemental note 11* for more information about the CPI. See *supplemental note 3* for more information about the Integrated Postsecondary Education Data System (IPEDS).

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1979–80 Higher Education General Information Survey (HEGIS), "Faculty Salaries, Tenure, and Fringe Benefits Survey"; 1989–90, 1999–2000, and 2004–05 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA:89–04) and "Completions Survey" (IPEDS-C:89–04), previously unpublished tabulation (September 2005).